Table 3. Univariate predictors of poor functioning at follow-up within the GROW Study Cohort

Characteristic	Lowest quartile, SF-12 PCS (N = 664)		Lowest quartile work effectiveness (N = 621)		2+ lost workdays in past 4 weeks (N = 621)		Changed site or not working (N = 664)	
	OR	P-value	OR	P-value	OR	P-value	OR	P-value
Age at follow-up (per 10 years)	1.4	<0.001	1.0	NS	0.9	NS	0.9	NS
Female	1.3	NS	1.3	NS	1.2	NS	0.8	NS
Race/ethnicity								
Latino	1.0	NS	0.8	NS	1.2	NS	0.9	NS
Asian/Pacific Islander	0.9	NS	0.8	NS	1.1	NS	1.1	NS
African American	1.8	NS	1.0	NS	1.8	NS	1.3	NS
Other	1.3	NS	0.9	NS	1.1	NS	2.2	<0.05
White (ref)	1.0	–	1.0	–	1.0	–	1.0	–
SES quintile								
1 (scores 2–3)	2.2	<0.01	1.0	NS	1.7	NS	2.4	<0.05
2 (score 4)	1.3	NS	1.7	NS	1.6	NS	1.5	NS
3 (score 5)	1.5	NS	1.4	NS	1.5	NS	1.4	NS
4 (score 6)	1.8	NS	1.8	NS	1.4	NS	1.1	NS
5 (scores 7–8) (ref)	1.0	–	1.0	–	1.0	–	1.0	–
Co-morbid hypertension	1.9	<0.01	1.4	NS	1.2	NS	0.8	NS
Co-morbid asthma	1.4	NS	1.2	NS	0.9	NS	0.7	NS
Co-morbid diabetes	2.7	<0.01	0.6	NS	0.8	NS	1.9	NS
Smoking status								
Former	1.1	NS	1.1	NS	1.5	NS	1.0	NS
Current	1.3	NS	1.2	NS	1.7	NS	1.3	NS
Never (ref)	1.0	–	1.0	–	1.0	–	1.0	–
Job group[a]								
Nurses	0.8	NS	1.5	NS	0.7	NS	0.9	NS
Other clinical	1.0	NS	1.3	NS	1.1	NS	0.8	NS
Technical	0.4	NS	1.3	NS	0.6	NS	0.5	NS
Clerical	1.3	NS	1.3	NS	1.3	NS	0.8	NS
Support	1.1	NS	0.9	NS	0.9	NS	1.3	NS
Administrators/ professional (ref)	1.0	–	1.0	–	1.0	–	1.0	–
Effort–reward ratio[b]	2.2	<0.01	4.2	<0.001	1.4	NS	0.9	NS
Job strain score[b]	5.1	<0.05	13.3	<0.001	1.1	NS	2.8	NS
Job strain/ERI								
Above median: ERI ratio only	0.8	NS	1.2	NS	0.8	NS	0.9	NS
Above median: job strain only	1.5	NS	1.2	NS	1.1	NS	1.5	NS
Above median: both	1.7	<0.05	2.5	<0.001	1.0	NS	1.3	NS
Above median: neither (ref)	1.0	–	1.0	–	1.0	–	1.0	–

SES quintile: SES, created by adding together one point each for higher levels of education and income shown in supplementary Table 1 and grouping into quintiles, from lowest (1) to highest (5). Job strain/effort–reward ratio created by recoding each variable into above median (binary) equivalent and then testing each simultaneously to yield four categories.

[a]Analysis excludes job-matched referents.

[b]OR expressed per SD difference in observed predicted variable.